EXHIBIT 614 TO CISNEROS DECLARATION REDACTED VERSION

From:

Kent Walker <kwalker@google.com> on behalf of Kent Walker

Sent:

Saturday, March 15, 2008 8:36 PM

To:

Laszlo Bock; Afan Eustace

Cc:

Kent Walker; Arnnon Geshuri; Amy Lambert

Subject:

Re: FW: Building SRE @ Facebook?

*** Privileged. Please don't forward. ***

Redacted - Privileged

-- K

---- Original Message -----

From: Laszlo Bock <laszlo@google.com>

To: Alan Eustace

Cc: Kent Walker; Arnnon Geshuri Sent: Sat Mar 15 12:59:27 2008

Subject: FW: FW: Building SRE @ Facebook?

Alan - Some very good thoughts below from Arnnon on how to respond to the SRE recruiting from Facebook. Let us know how we can help. — Laszlo

From: Arnnon Geshuri [mailto:arnnon@google.com]

Sent: Saturday, March 15, 2008 12:43 PM

To: Laszlo Bock

Subject: Re: FW: Building SRE @ Facebook?

A few thoughts

We can:

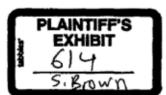
- 1) Go on the defensive;
- 2) Go on the offensive; or
- Do nothing

Go on the Defensive

- * As has been suggested, we contact Shery! (who owns the staffing organization) and ask her to put a stop to the targeted sourcing effort directed at our SRE team. We may want to consider establishing a mutual "Do Not Call" agreement that specifies we will not cold-call into each other and only accept unsolicited resumes or applications.
- * We should look internally and review the attrition rate for the SRE group. We may want to consider additional individual retention incentives or team incentives to keep attrition as low as possible in SRE.

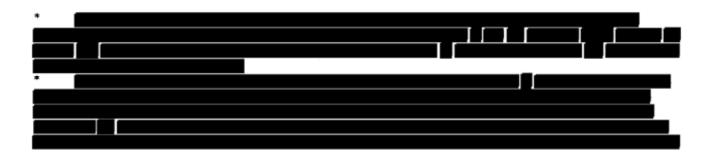
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Go on the Offensive

Start an aggressive campaign to call into their company and go after their folks - no holds barred. We would be unrelenting and a force of nature.

Do Nothing

 Continue to monitor the situation and make sure we are tracking their recruiting patterns and how many folks are leaving for Facebook. If it stays below an acceptable level of attrition then we just continue to keep vigilant and look for any significant fluctuations.

On Fri, Mar 14, 2008 at 3:44 PM, Laszlo Bock <aszlo@google.com> wrote:

thoughts on this?

From: Eric Schmidt [mailto:eschmidt@google.com]

Sent: Friday, March 14, 2008 3:37 PM

To: Kent Walker; Laszio Bock

Cc: Eric Schmidt

Subject: FW: Building SRE @ Facebook?

Redacted - Privileged

From: Alan Eustace [mailto:eustace@google.com]

Sent: Saturday, March 15, 2008 5:50 AM

To: Larry Page; Eric Schmidt

Subject: Fwd: Building SRE @ Facebook?

Facebook has copied the SRE req verbatim, and appears to be cold-calling the SRE organization. What do you think the best way to handle this is? Should I call the VP of engineering? Should one of you call Mark? Should I call Shery!?

2

Alan	
For	warded message
	Eustace <eustace@google.com></eustace@google.com>
	14, 2008 2:48 PM
	: Building SRE @ Facebook?
_	urtiss <todd@google.com></todd@google.com>
Cc: Ben Tre	ynor btreynor@google.com>
Thanks. I'll	have someone call Facebook and complain, although I doubt they will do anything about it.
Ala	an .
	On 3/7/08, Todd Curtiss <todd@google.com> wrote:</todd@google.com>
Hi	Ben, Alan,
Ac	ouple weeks ago, we noticed that Facebook has lifted the job title
	d descriptions pretty much verbatim for SRE
	p://www.facebook.com/jobs/#Site%20Reliability%20Engineer).
lmi	itation is the sincerest form, etc., but of course, the recent news
	out Sheryl caused a bit of stir, and then I got the e-mail below s week.
Thi	s was a fairly blatant poach-attempt from J. Random Facebook
Red	cruiter, and while I don't think they're doing anything unethical by
cor	ntacting Googlers, it's something I'm sure we'd prefer wasn't
har	ppening. Is there something we can do to head this off?
	be game to reply to this guy asking where he got my information,
	t doubt he'll be forthcoming.
In a	any case, just wanted to make you aware.

Hi Todd

Thanks, -todd

------ Forwarded message ------From: Andy Flack <aflack@facebook.com>
Date: Mon, Mar 3, 2008 at 4:31 PM
Subject: Building SRE @ Facebook?

To: todd@google.com

I handle the recruiting for Ops and IT here at Facebook and I wanted to see if you'd be interested in helping to build our

rapidly-scaling SRE infrastructure. Although we haven't yet posted a position for this role, we'd certainly be interested in talking to you to see how you might fit our needs at this time.

Let me know if you'd like to chat further.

Thanks

Andy

Andy Flack | Senior Technical Recruiter | Facebook (:: 650.543.4851 - office (:: 650-714-7487 - mobile 8:: 151 University Avenue | Palo Alto, CA | 94301 *:: aflack@facebook.com